

Empire Hotel, Winnipeg, August 4th, 1911.

Mr. Geo. Bury,
General Manager, Canadian Pacific Railway,
Winnipeg, Man.

Dear Sir,—Regarding the matter of efficiency tests discussed with you to-day,

Exception has been taken, by many of the men we represent, to the manner in which these tests are being conducted, viz., by requesting one employee to practice a surprise on another, many times by the violation of rules in effect, and for the violation of which men would, under other conditions, be subject to discipline. Such action on the part of officers of the Company appears to us to be inconsistent, and for that reason alone, believe the action to be detrimental rather than beneficial.

However, regardless of what our opinion may be as to the benefits of the efficiency test, we respectfully request a written assurance from you to the effect that employees will not be required to participate in these tests.

Respectfully yours,

Signed on behalf of the Committee Representing the B. L. E., B. R. T., O. R. C., B. of L. F. & E., and O. R. T.

W. G. CHESTER, Chairman.
GEO. K. WARK, Secretary.

Moved by Bros. Cooke and Robertson, that the letter be adopted as read. Carried.

The following letter was submitted by the Sub-Committee:

Empire Hotel, Winnipeg, Man., August 4th, 1911.

Geo. J. Bury, Esq.,
General Manager, Canadian Pacific Railway,
City.

Dear Sir,—Referring to the conversation had with you to-day by the Joint Committee representing the B. of L. E., O. R. C., B. R. T., B. of L. F. & E., and O. R. T., concerning the question of the violation of signed agreements, and the disciplining of men declining to be parties thereto.

It has always been our understanding that our schedules protected employees in declining to participate in a direct violation of them at the request of an officer of the Company. At the same time, it has been an established policy of these organizations on the Canadian Pacific Railway System in the past to advise the men to carry out instructions issued by an authorized officer, and, if necessary, to take the matter up afterward for adjustment, but this policy was never intended to apply to articles of the various schedules regarding the intent of which there could be no possible room for doubt; for instance, such articles as Nos. 9, 12, 16, 18, 22, 23, etc., of Conductors' and Trainmen's Schedule for Western Lines.

However, recent developments have convinced us that in so far as the men are concerned, the policy has been an unwise one, as we have evidence to show that undue advantage has been taken by officers of the Company, who have even gone so far as to advise representatives of the men, that any employee declining to obey any and every instruction given, regardless of whether in violation of agreement or otherwise, would be instantly dismissed, and inasmuch as this has been carried into execution, we are compelled, in defence of existing agreements, and the men affected, to seek redress.

We therefore respectfully request a written assurance from you that a remedy will be applied which will render it unnecessary for us to alter our established policy as quoted above.